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SECURITY POLICE CAREER LADDERS AFSCS 811X0/A, 811X2/A, 81199, A--ETC(U)
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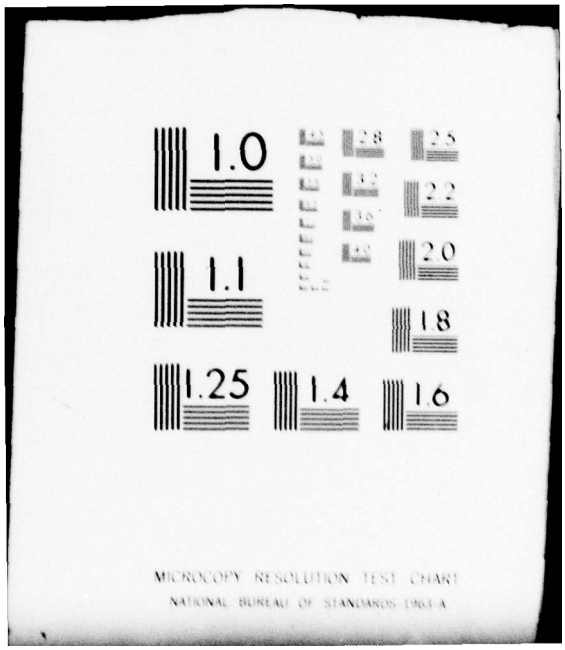
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OCCUPATIONAL SURVEY REPORT.

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SECURITY POLICE CAREER LADDERS

AFSCs 811X0/A, 811X2/A, 81199, AND CEM CODE 81100.

AFPT 90-811-137
AFPT 90-812-138
AUGUST 1979

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Security Police career ladders (AFSCs 81130, 81150, 81170, 81130A, 81150A, 81170A, 81132, 81152, 81172, 81132A, 81152A, 81172A, and 81199). This project was directed by USAF Program Technical Training, Volume 2, dated February 1978. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

This survey instrument was developed by Second Lieutenant Robert Landry, Inventory Development Specialist. Captain James Gilbert and Captain Leon Tauscher, assisted by Airmen Jeff Adrianson and Frank Cabrera, analyzed the survey data. The report was prepared by Mr. J. S. Tartell and has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas, 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
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OCCUPATIONAL SURVEY REPORT
SECURITY POLICE SPECIALTIES
(AFSCs 811X0/A, 811X2/A, 81199, AND CEM CODE 81100)

INTRODUCTION

This is a report of an occupational survey of personnel in the Security Police career ladders completed by the Occupational Survey Branch, USAF Occupational Measurement Center. This survey was conducted at the request of the Security Police Academy, Lackland AFB, Texas. Additionally, the personnel classification manager from the Air Force Manpower and Personnel Center (AFMPC) indicated a need to review the current classification structure of the career field, especially the dog qualified ladders (AFSCs 811X0A/X2A).

Background

The Security Police career field is one of the largest in the Air Force, with current manning in excess of 32,000 and projected to increase in the next few years. This projected increase is partially due to recent and anticipated changes in the role of security forces. For example, the "detection" role of security personnel is being replaced by a more active "response and evaluate" role, partially brought about by the more extensive use of electronic sensor and surveillance systems. Management intended this change to drastically reduce the need for security dog surveillance. As a result, the decision has recently been made to phase out the Security Dog Qualified career ladder (AFSC 811X0A) sometime between October 1979 and April 1980.

Additionally, management intended the transition to electronic detection to diminish the role of the posted sentry in secure areas. Instead of standing or walking passively, security personnel have now been made responsible for monitoring sophisticated sensor and other alarm systems, with dispatch of team forces to evaluate alarm activations. This places the major security responsibility on the alarm monitor and the tactical response force team members.

Many other factors besides electronic surveillance continue to impact upon the security police area. The heightened threat of terrorist and subversive force activities in recent years, the changing concepts of national defense, and the changing attitudes of job incumbents, have all contributed to the need for greater flexibility and greater proficiency of both Security and Law Enforcement personnel. The shrinking dollar, along with high recruiting and training costs, have placed an absolute ceiling on operational and training expenditures.

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The Security Police career field is extremely large and complex. Its people are assigned to almost every USAF base, station, or post worldwide; and they must be prepared to accomplish both a peacetime and a wartime mission. They are responsible to perform a tremendous range of job functions from catching stray animals to investigating crimes; from operating correctional facilities to defending our base and priority resources in peace and war. They ride or drive everything from horses to trucks, personnel carriers to trackmasters; they use an equally varied range of equipment and weaponry. Their training budget is one of the highest in the Air Force, they have a very high population of first enlistment personnel, and they traditionally have had relatively low job satisfaction. In short, the tremendous changes and diversity of challenges that are involved in this large and complex career field require the use of a variety of objective data sources to insure effective and efficient management.

This report is one such source of data. It is intended to examine the Security Police career ladders based on tasks performed by a worldwide representative sample of security police personnel. The data from survey respondents is designed to assist career field managers, trainers, and planners to determine the most efficient way of classifying, managing, and training the security police resource. Areas discussed in this report include: (1) development and administration of the survey instrument; (2) the functional job structure of the security police career field; (3) the relationship of skill level groupings to the current job structure and to AFR 39-1 specialty descriptions; (4) the jobs performed by first enlistment personnel; (5) CONUS vs overseas differences; (6) MAJCOM job differences; and (7) job satisfaction and related data.

METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPTs 90-811-137 and 90-812-138. The survey instrument from the 1974 occupational survey served as the basis for developing the new task inventory. The previous task list was refined, modified, and in some areas expanded through research of career field publications and directives and personal interviews with 36 experienced subject matter specialists (SMSs) from two bases and one army post (Lackland AFB and Camp Bullis, Ellsworth AFB, and Ft. Leavenworth). Special care was taken to contact SMSs who were recent returnees from USAFE and PACAF and some personnel with recent experience at Lowry AFB or Clark AFB. The final task list contained 540 tasks which covered the spectrum of security police responsibilities. Also included was an extensive background section which requested such information as grade, DAFSC, TAFMS, duty title, equipment and weapons used, job interest, and types of proficiency training received in the field.

Inventory Administration

During the period September 1978 through January 1979, Consolidated Base Personnel Offices in operational units worldwide administered the inventory booklets to personnel holding Security Police DAFSCs. These personnel were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each respondent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent).

Survey Sample

Since this career field is extremely large, personnel were selected to participate in this survey in such a way as to insure proper representation across all MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of personnel assigned to the Security Police career ladders as of October 1978. Also listed is the percent distribution, by major command, of respondents from each of the ladders in the final survey sample. The 4,508 respondents making up the final sample represented 14 percent of the 33,078 personnel assigned at the time of the survey. The DAFSC distribution of the survey sample is shown in Table 2. As seen in both tables, the survey sample was representative across all MAJCOMs and skill level DAFSC groups in all ladders.

Table 3 presents the survey sample distribution of Total Active Federal Military Service (TAFMS) groups. The dominance of first enlistment personnel in each career ladder is clearly evident.

TABLE 1

COMMAND REPRESENTATION OF THE SURVEY SAMPLE

COMMAND	811X0		811X2		811X0A/X2A		81199/81100	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ADCOM	3%	2%	4%	3%	*	*	4%	2%
AFSC	1%	1%	6%	4%	2%	4%	2%	*
ATC	1%	2%	13%	14%	9%	8%	9%	9%
MAC	7%	7%	15%	15%	7%	9%	10%	11%
PACAF	4%	4%	11%	10%	25%	18%	9%	5%
SAC	51%	55%	19%	17%	28%	27%	31%	41%
TAC	9%	9%	13%	16%	10%	13%	10%	12%
USAFE	20%	16%	13%	13%	15%	14%	17%	10%
OTHER	4%	4%	6%	8%	4%	7%	8%	10%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%

	811X0	811X2	811X0A/X2A	81199/81100
TOTAL ASSIGNED	21,272	9,451	1,548	807
TOTAL SAMPLED	2,945	1,192	202	116
PERCENT SAMPLED	14%	13%	13%	14%

TOTAL ASSIGNED (ALL PERSONNEL): 33,078
TOTAL PERSONNEL IN FINAL SAMPLE: 4,508
PERCENT OF TOTAL PERSONNEL SAMPLED: 14%

* INDICATES LESS THAN ONE PERCENT

TABLE 2

DAFSC DISTRIBUTION OF SURVEY SAMPLE

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
81130	10%	10%
81150	45%	45%
81170	11%	11%
81132	1%	1%
81152	23%	19%
81172	4%	7%
81130A/32A	1%	**
81150A/52A	3%	3%
81170A/72A	**	1%
81199/81100	2%	3%
TOTAL	100%	100%

* BASED ON TOTAL ASSIGNED SECURITY POLICE PERSONNEL
** LESS THAN 1 PERCENT

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE

MONTHS TAFMS	DAFSC 811X0 NUMBER IN SAMPLE	DAFSC 811X0 PERCENT OF ALL 811X0	DAFSC 811X2 NUMBER IN SAMPLE	DAFSC 811X2 PERCENT OF ALL 811X2	DAFSCs 811X0A/X2A NUMBER IN SAMPLE	DAFSCs 811X0A/X2A PERCENT OF ALL A-SHRED
1-48	1,945	66%	613	51%	129	64%
49-96	592	20%	257	22%	39	19%
97-144	197	7%	113	10%	10	5%
145-192	82	3%	88	7%	12	6%
193-240	100	3%	99	8%	12	6%
241+ *	29	1%	22	2%	0	0%
TOTAL	2,945	100%	1,192	100%	202	100%

* DOES NOT INCLUDE 81199 OR CEM CODE 81100 PERSONNEL

JOB STRUCTURE ANALYSIS

The structure of jobs within the Security Police career field was determined on the basis of the similarity of tasks performed and the percent of time ratings provided by job incumbents, independent of AFSC or any other background similarities.

As a first step in the analysis of occupational survey data, each individual's time spent responses (the 1-9 scale) were converted to percent time spent ratings. To obtain these percent time spent figures, all of an incumbent's relative time spent ratings were summed and the total assumed to represent 100 percent of the time spent on the job. Each individual task rating was then divided by the total and the quotient multiplied by 100 to provide the relative percent time estimate for each task. This procedure results in a reliable rank ordering of tasks or groups of tasks and permits comparisons of the similarity of the jobs of individuals or groups of individuals.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program was used. This hierarchical grouping program is a basic part of the USAF Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description in the sample was compared to every other job description in terms of the tasks performed and the relative amount of time spent on each task in the inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a group with a composite job description. In successive stages, other members were added to the initial group or new groups were formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure was continued until all individuals and groups were combined to form a single composite representing the total sample.

The resulting analysis of the variety of groups of jobs served to identify: (1) the number and characteristics of the different jobs which exist within the career field; (2) the tasks which tend to be performed together by the same respondents; and (3) task, equipment, and incumbent characteristics which may be peculiar to specific functional requirements in the field as they existed at the time of the survey.

For the occupational survey of the Security Police career field, there were 4,508 individual job descriptions compared and analyzed to determine the job structure of the specialty. The job structure analysis identified 59 different jobs existing within the Security Police career field. Further analysis allowed the 59 different jobs to be grouped into 17 groups or clusters of jobs. Presented in Table 4 are the titles for the major groups or clusters of jobs identified within the survey population. Figure 1 presents a graphic display of the relationships of the variety of jobs identified within the security police career field.

FIGURE 1

SECURITY POLICE CAREER LADDERS

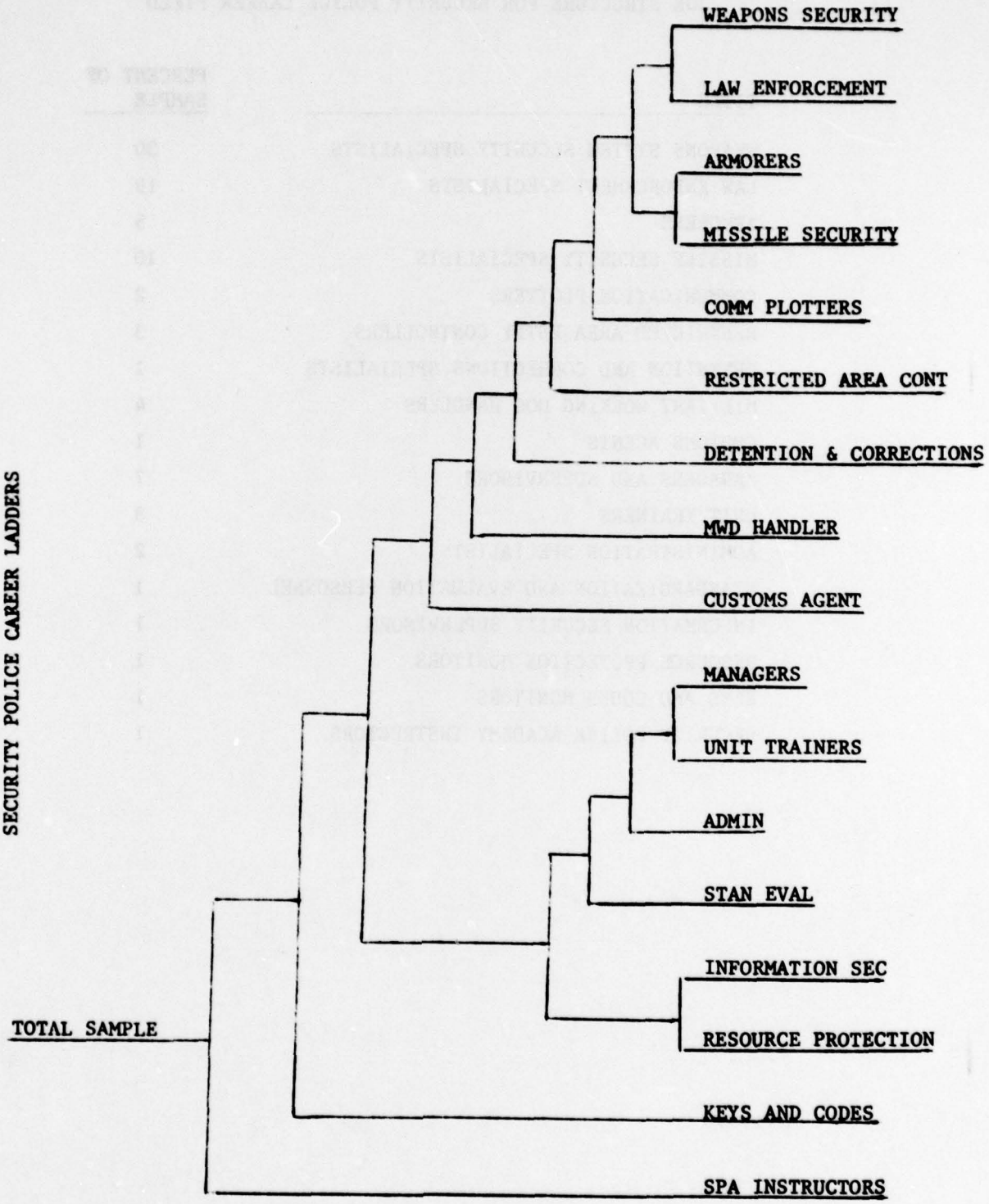

TABLE 4

JOB STRUCTURE FOR SECURITY POLICE CAREER FIELD

TITLE	PERCENT OF SAMPLE
WEAPONS SYSTEM SECURITY SPECIALISTS	30
LAW ENFORCEMENT SPECIALISTS	19
ARMORERS	5
MISSILE SECURITY SPECIALISTS	10
COMMUNICATION PLOTTERS	2
RESTRICTED AREA ENTRY CONTROLLERS	3
DETENTION AND CORRECTIONS SPECIALISTS	1
MILITARY WORKING DOG HANDLERS	4
CUSTOMS AGENTS	1
MANAGERS AND SUPERVISORS	7
UNIT TRAINERS	3
ADMINISTRATION SPECIALISTS	2
STANDARDIZATION AND EVALUATION PERSONNEL	1
INFORMATION SECURITY SUPERVISORS	1
RESOURCE PROTECTION MONITORS	1
KEYS AND CODES MONITORS	1
SECURITY POLICE ACADEMY INSTRUCTORS	1

Appendix A presents further data on each of the job groups and tasks which illustrate the jobs performed by members of each cluster or group.

In an attempt to make the hierarchical clustering information more meaningful in light of present training and classification constraints, the job groups and clusters were reorganized into the functions listed below:

(A) PRIORITY RESOURCE PROTECTION, which includes:

1. Weapons System Security Specialists
2. Missile Security Specialists
3. Communication Plotters
4. Restricted Area Entry Controllers
5. Resource Protection Monitors
6. Keys and Codes Monitors

The Priority Resource Protection function is composed primarily of personnel who hold a Security AFSC (811X0).

(B) INSTALLATION AND PERSONNEL RESOURCE PRODUCTION, which includes:

1. Law Enforcement Specialists
2. Detention and Corrections Specialists
3. Customs Agents
4. Information Security Supervisors

The Installation and Personnel Resource Protection function is comprised primarily of personnel who hold a Law Enforcement AFSC (811X2).

As may be noted by comparing the numbers of job groups which comprise each of the two functions, the security jobs are more numerous and somewhat broader than the law enforcement jobs. The distinctions among the security jobs, e.g., Weapons Systems as opposed to Missile Systems Security, convey the impression that personnel with a duty AFSC in the security ladder may require a broader based training program and almost certainly will require specific OJT related to assignment specific pecularities of their jobs.

(C) SPECIAL OR SUPPORT functions, which include:

1. Armorers

2. Military Working Dog Handlers

3. Managers and Supervisors

4. Unit Trainers

5. Administration Specialists

6. Security Police Academy Instructors

The Special or Support function is comprised of groups in which personnel may hold either duty AFSC. In certain of these groups (e.g., the Armorers and Administration Specialists) the long term cost effectiveness of utilizing Security Police personnel may be questioned. However, the possibility of using these personnel to augment those individuals performing Priority Resource Protection or Installation and Personnel Resource Protection functions may require the continued use of the trained Security Police personnel in these areas.

A second area of note in the Special or Support function is the combining together of the two dog handler ladders into a single job group. The job performed is similar enough to support the planned consolidation of the dog handler specialties into a single duty AFSC.

CAREER LADDER ANALYSIS

A complete occupational survey requires an examination of the tasks performed by incumbents at each of the skill levels for each career ladder. This section of the analysis should indicate if a logical sequence of advancement exists within each ladder.

Security Career Ladder

An analysis of responses for apprentice level job incumbents indicates approximately 70 percent of their job time is expended performing general security and law enforcement tasks (41 percent), maintaining base, weapons storage, or aircraft systems security (20 percent), and maintaining missile systems security (nine percent). An additional 20 percent is spent maintaining small arms and equipment. Evaluation of the tasks performed indicates the prime emphasis lies in the areas of sentry type tasks as illustrated by the tasks listed below:

Perform sentry duty in restricted or controlled areas

Perform close-in guard duties

Respond to duress or alarm activations

Perform boundary guard duties

Control entry to priority resources

With the award of the specialist skill level, there occurs a minor shift in the emphasis of the tasks performed. Slightly less time is spent performing general security and law enforcement tasks (39 percent), maintaining base, weapons storage, or aircraft systems security (14 percent), or maintaining small arms and equipment (15 percent). While these duties accounted for approximately 81 percent of the job time for apprentice security specialists, they account for 69 percent of the job time for specialist skill level personnel. The prime difference between the jobs and tasks performed by specialist skill level personnel when compared to apprentice skill level personnel was the beginning of the assumption of supervisory responsibilities (eight percent of the job time for the specialists versus a negligible amount for the apprentices). However, when viewed in the aggregate, there were minimal differences in the tasks performed by specialists when compared to apprentice level responses as illustrated by the tasks below which were the most time consuming for the specialist level respondents:

Control entry to priority resources

Perform sentry duty in restricted or controlled areas

Respond to duress or alarm activations

Perform security response team duties

Control entry into or within restricted areas other than missile security areas

The award of the supervisor skill level signals a major change in the jobs and tasks performed. The tasks related to general security and law enforcement remain the most time consuming (27 percent of the job time for the total group of supervisor skill level respondents) but those tasks which relate to supervisory functions (direct, implement, organize, plan, train, and inspect) account for more than 45 percent of the total job time. As illustrated by the tasks listed below, the tasks performed reflect complete involvement in the supervisory aspects of the overall functions accomplished by Security Policemen:

Conduct guard post inspections

Supervise Security Specialists (AFS 81150)

Prepare Airman Performance Reports (AF Form 909, 910, 911)

Counsel personnel on personal or military related problems

Inspect guard posts and report discrepancies

Law Enforcement Career Ladder

An analysis of the responses by apprentice law enforcement specialists indicates approximately 81 percent of their job time is expended performing general security and law enforcement tasks (58 percent), performing general administrative functions (14 percent), and maintaining small arms and equipment (nine percent). Assessment of the actual tasks performed indicated a job much like that one would expect to be performed by a civilian policeman, as illustrated by the tasks listed below:

Issue visitors passes

Conduct building security checks

Make entries or Armed Forces Traffic Tickets (DD Form 1408)

Respond to duress or alarm activations

Provide directions or information to visitors

With the award of the specialist skill level, the job for the law enforcement specialist reflects little change from that of the apprentice law enforcement specialist. The tasks related to general security and

law enforcement, general administrative functions, and small arms and equipment maintenance account for 73 percent of the job time as opposed to 81 percent for the apprentice. There is a slight increase in the amount of time spent performing supervisory functions (approximately eight percent of the job time) but primary emphasis remained in the area of technical police functions as illustrated by the tasks listed below:

Conduct building security checks

Provide directions or information to visitors

Issue visitor passes

Respond to duress or alarm activations

Control or direct traffic other than in disaster areas

The award of the supervisor skill level in the law enforcement specialty signals a distinct change in the tasks performed. While a large percentage of the job time is expended performing technical police functions, one-third of the time is spent performing tasks of a supervisory nature, as illustrated by the tasks listed below:

Draft correspondence

Review incident reports for content and accuracy

Supervise Law Enforcement Specialists (AFS 81152)

Prepare Airman Performance Reports (AF Forms 909, 910, 911)

Determine work priorities

Security and Law Enforcement Dog Handlers

An evaluation of the job descriptions for the apprentice and specialist dog handlers indicated no practical differences between the two. For both groups, the tasks related to care and handling of dogs were predominate, as illustrated by the tasks listed below:

Maintain dog kennels or kennel areas

Exercise or groom dogs

Inspect dogs health points or report abnormalities

Feed or water dogs

Maintain dog handling equipment

With the award of the supervisor skill level, the tasks performed by incumbents reflected a shift to the supervisory duties but the change was not as drastic or as pronounced as with the other ladders. The emphasis of the jobs performed by those supervisor skill level respondents who were dog qualified was maintained in the area of dog related tasks but reflected some movement to what might be considered as higher level technical tasks, as illustrated by the tasks listed below:

Evaluate dogs' working capabilities

Administer emergency first aid to dogs

Act as an intruder, agitator, or decoy in agression or attack training of dogs

Maintain dog training and utilization records or charts

Conduct follow-up proficiency training on dog teams

Security Police Superintendent

The achievement of the superintendent skill level signals an almost complete departure from the technical aspects of security police work. Tasks from the supervisory duties encompass more than three-quarters of the job time for these respondents, as illustrated by the tasks listed below:

Draft correspondence

Interpret policies, directives, or procedures for subordinates

Counsel personnel on personal or military related problems

Analyze inspection reports

Conduct guard post inspections

Comparison of Skill levels to Job Structure

The analysis of the jobs performed by incumbents at each skill level within each of the ladders revealed a logical pattern. The increase in skill level, in each ladder, revealed an increase in responsibility. This is particularly evident with the award of the supervisor skill level.

A fact that was noted in the JOB STRUCTURE ANALYSIS section was further emphasized in this section. The jobs performed by personnel in the Security ladder were broader than those performed by

respondents in the Law Enforcement ladder. This difference is indicated by the percentage of respondents performing specific tasks. The largest percentage of apprentice level respondents performing a task in the Security ladder (DAFSC 81130) was 71 percent while for the Law Enforcement ladder (DAFSC 81132), the figure was 82 percent.

The planned consolidation of the Dog Handler shreds was further complemented by the analysis of career ladder data. There were no practical differences between the ladders.

All of the data analyzed to this point confirms the information contained in AFM 39-1 outlining the classification structure for the Security Police career field. The data confirms the existence of two distinctly different specialties and also portrays small areas of dual responsibilities.

TABLE 5

PERCENT TIME SPENT PERFORMING TASKS WITHIN DUTIES BY DAFSC GROUPS

DUTIES	TOTAL SAMPLE	DAFSC 811X0	DAFSC 81130	DAFSC 81150	DAFSC 81170	DAFSC 811X2	DAFSC 81132	DAFSC 81152	DAFSC 81172	ALL A-SHRED	3-LEVEL A-SHRED	5-LEVEL A-SHRED	7-LEVEL A-SHRED	DAFSC 81199 AND CEM CODE 81100
A ORGANIZING AND PLANNING	4	3	*	2	9	4	*	3	9	4	6	2	9	21
B DIRECTING AND IMPLEMENTING	7	5	*	4	15	7	3	4	15	6	2	4	15	30
C INSPECTING AND EVALUATING	4	3	*	2	10	3	*	2	9	4	*	2	7	25
D TRAINING	4	5	*	3	13	4	0	3	7	4	*	2	11	6
E PERFORMING GENERAL ADMINISTRATIVE AND FORMS MAINTENANCE FUNCTIONS	5	3	2	4	3	11	14	12	8	6	4	6	5	2
F PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	39	37	41	39	27	47	58	53	31	19	26	22	6	9
G PERFORMING LAW ENFORCEMENT OPERATIONS ADMINISTRATIVE FUNCTIONS	2	4	*	2	2	4	4	4	4	*	2	*	*	*
H PERFORMING STAFF ASSISTANCE ADMINISTRATIVE SECURITY AND RESOURCE PROTECTION FUNCTIONS	2	2	*	2	4	2	0	*	4	*	*	*	2	2
I MAINTAINING MISSILE SYSTEMS SECURITY	5	7	9	8	3	0	0	0	0	0	0	0	0	0
J MAINTAINING BASE/WEAPONS STORAGE/ AIRCRAFT SYSTEMS SECURITY	9	13	20	14	3	2	3	2	*	3	3	3	0	0
K PARTICIPATING IN DISASTER CONTROL	3	3	3	3	3	3	2	3	3	*	0	*	0	*
L CONTROLLING PERSONNEL IN CUSTODY STATUS	1	0	0	0	0	2	2	3	2	0	*	0	0	*
M PERFORMING CUSTOMS FUNCTIONS	*	0	0	0	0	2	0	2	2	3	*	3	*	*
N HANDLING MILITARY WORKING DOGS	2	0	0	0	0	0	2	0	0	44	43	45	41	*
O MAINTAINING SMALL ARMS AND EQUIPMENT	12	14	19	15	8	7	9	8	7	6	10	6	*	0

* INDICATES LESS THAN ONE PERCENT

TABLE 6

BACKGROUND CHARACTERISTICS OF DAFSC GROUPS

BACKGROUND VARIABLE	TOTAL SAMPLE	DAFSC 811X0	DAFSC 81130	DAFSC 81150	DAFSC 81170	DAFSC 811X2	DAFSC 81132	DAFSC 81152	DAFSC 81172	ALL A-SHRED	5-LEVEL A-SHRED	7-LEVEL A-SHRED	DAFSC 81199 AND CEM CODE 81100
NUMBER IN GROUP	4,508	2,945	440	2,005	500	1,192	57	820	315	202	140	41	116
PERCENT OF SAMPLE	100%	66%	10%	45%	11%	26%	1%	18%	7%	4%	3%	1%	3%
PERCENT IN FIRST ENLISTMENT	57%	62%	98%	70%	1%	49%	98%	64%	1%	61%	74%	2%	*
AVERAGE NUMBER OF TASKS PERFORMED	55	47	39	46	57	70	52	66	81	62	59	76	72
AVERAGE GRADE	4.1	3.9	2.5	3.7	5.5	4.3	2.8	3.8	5.7	4.0	3.8	5.6	7.6
AVERAGE YEARS IN CAREER FIELD	5.2	4.3	1.1	3.3	10.7	6.2	1.5	4.0	12.8	***	***	***	19.7
AVERAGE YEARS IN SERVICE	5.7	4.7	1.4	3.7	12.0	6.7	1.8	4.3	13.8	3.3	3.3	6.9	20.8
AVERAGE NUMBER SUPERVISED	4.9	4.9	2.4	4.2	5.7	4.7	4.7	3.7	5.3	***	***	***	5.7
JOB DIFFICULTY INDEX**	12.9	11.9	9.7	11.2	15.0	14.9	11.9	14.0	17.9	15.3	14.6	19.1	19.7

* INDICATES LESS THAN ONE PERCENT
** SEE ANALYSIS OF TASK DIFFICULTY
*** DATA NOT AVAILABLE

MAJOR COMMAND AND CONUS/OVERSEAS JOB COMPARISONS

Both from a personnel management and a training standpoint, it is important to identify jobs or job functions that are either command specific or associated with specific duty locations. Extensive analysis was conducted of each of the ladders to determine if any such differences exist.

Major Command Differences

Considering the size and diversity of functions performed by DAFSC 811X0 personnel, there were few command differences. With the exception of missile security personnel, none of the other 58 job groups identified in the career ladder structure were exclusively manned by personnel from any one major command. All the job groups in the Missile Security cluster were manned by a very high proportion of SAC personnel.

To examine major command differences more thoroughly, however, all security personnel were differentially selected out of the sample based on their MAJCOM assigment. For example, all TAC security personnel were identified and then compared against all security personnel who were not assigned to TAC. These comparisons were made for all the primary commands. Additionally, each of these MAJCOM groups were compared individually against every other MAJCOM group. The results of these analyses indicate that only AFLC, AFSC, and ATC differ substantially from all the other primary using commands. These three commands all have a small number of security personnel assigned and do very little in the area of priority resource protection. All the other primary using commands are operational commands and use large numbers of Security personnel. The primary tasks differentiating nonoperational versus operational commands were a wide range of tasks associated with protecting priority resources and sensitive, restricted, or controlled areas; performing weapons convoy duties; and performing a variety of response force team duties and function.

A similar analysis as described above was accomplished for Law Enforcement and A-shred personnel. No substantial MAJCOM differences were found for these personnel.

CONUS/Overseas Differences

None of the 59 job types in this study were found to have very high concentration of overseas assigned personnel. To examine more thoroughly for functional differences that may exist between CONUS and overseas assigned personnel, direct comparisons within the Security,

Law Enforcement, and A-shred ladders were made between those personnel in a ladder assigned to CONUS versus those assigned overseas. The results indicated that within each of the ladders, there were no major differences. No tasks were performed uniquely by any of the groups. Some very minor differences were found, however, in that higher percentages of CONUS security personnel performed missile security tasks while slightly higher percentages of overseas security personnel performed security duty in towers, distant support senty duty, or general entry control duties. Overseas law dog handlers performed more customs functions and more boundary patrol functions. But considering the spectrum of tasks performed by CONUS and overseas personnel within each ladder, differences were minor.

DISCUSSION OF TASK DIFFICULTY

In an effort to provide additional information for personnel managers and training personnel, data were gathered to assess the relative difficulty of each task in the Security Police task list. Seventy-four senior personnel (primarily supervisor skill level) were asked to rate each task as to the difficulty of that task to learn. Tasks were rated on a nine-point scale ranging from one (very much below average in difficulty) to nine (very much above average in difficulty). With these ratings providing an index of the relative difficulty within the Security Police career field, the values were standardized to a mean of 5.00 with a standard deviation value of 1.00. This provides a valid and reliable indicator of any task's difficulty when compared to any other task from the inventory. A standardized value provides some control or correction for systematic variance in raters (where one NCO might use 4 as an average value and another rater would use 6 as average). For example, a task with a value of 7.75 is more than two standard deviations above the mean and can be viewed as being very difficult to learn to perform. These task difficulty values can be of use to classification and training personnel in making decisions when managing the career field.

The tables which follow list the tasks rated as most difficult to learn, those least difficult to learn, and those most likely to be performed by personnel in their first enlistment. The task difficulty for each task is also given in these tables. As can be seen in Table 7, many of the management tasks are considered to be the most difficult (such as, "Draft Air Base Ground Defense Plan"), while caretaking tasks (such as, "Feed or water dogs") are considered to be the least difficult.

As can be seen in Table 8, tasks which are most likely to be performed by first enlistment personnel (as indicated by high percent performing) are all below average in difficulty. These tasks are essentially the same tasks identified in the CAREER LADDER ANALYSIS for the basic security and law enforcement jobs.

TABLE 7

TEN MOST DIFFICULT AND TEN LEAST DIFFICULT TASKS

TASK	TASK DIFFICULTY VALUE*
DRAFT AIR BASE GROUND DEFENSE PLANS	8.65
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	8.62
DEVELOP WEAPONS SYSTEMS SECURITY PLANS	8.50
DIRECT INVESTIGATION ACTIVITIES	7.62
DEVELOP THREAT ANALYSIS	7.51
DEVELOP RESOURCE PROTECTION PLANS	7.50
DIRECT SECURITY POLICE TRAINING ACTIVITIES	7.45
EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	7.38
PLAN CORRECTIONAL RETRAINING PROGRAMS	7.34
ISSUE VISITOR PASSES	3.00
MAKE ENTRIES ON SAFE CHECK RECORDS (DD FORM 301)	2.99
RECHARGE PORTABLE COMMUNICATIONS EQUIPMENT BATTERIES	2.98
LOG GOVERNMENT OR COMMERCIAL VEHICLE ENTRY OR DEPARTURE	2.73
NOTIFY BUILDING CUSTODIANS OF INSECURE BUILDINGS	2.72
OPERATE VEHICLE RADIO OR PUBLIC ADDRESS SYSTEMS	2.69
CONDUCT BUILDING SECURITY CHECKS	2.63
MAKE ENTRIES ON VISITOR REGISTERS (AF FORM 1109)	2.57
FEED OR WATER DOGS	2.55
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	2.52

* AVERAGE VALUE = 5.00

TABLE 8

TASKS WITH HIGH PROBABLITY OF PERFORMANCE BY FIRST ENLISTMENT PERSONNEL

TASK	PERCENT PERFORMING	TASK DIFFICULTY
SECURITY:		
RESPOND TO DURESS OR ALARM ACTIVATIONS	69	4.44
CONTROL ENTRY TO PRIORITY RESOURCES	64	4.24
FIRE WEAPONS TO MAINTAIN PROFICIENCY	59	4.02
PERFORM SECURITY RESPONSE TEAM DUTIES	57	4.37
CLEAN WEAPON MECHANISMS OR PARTS	57	3.74
CLOSE OR SECURE ENTRY POINTS	56	3.04
PERFORM SENTRY DUTY IN RESTRICTED OR CONTROLLED AREAS	56	4.20
OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	54	2.72
PERFORM ALARM RESPONSE TEAM DUTIES	54	4.63
CONDUCT SEARCHES OF PERSONS OTHER THAN WITH DETECTOR DOGS	53	4.46
LAW ENFORCEMENT:		
RESPOND TO DURESS OR ALARM ACTIVATIONS	80	4.44
CONDUCT BUILDING SECURITY CHECKS	78	2.63
OPERATE VEHICLE RADIO OR PUBLIC ADDRESS SYSTEMS	75	2.69
CONTROL OR DIRECT TRAFFIC OTHER THAN IN DISASTER AREAS	74	4.17
COLLECT ACQUIRED, FOUND, OR IMPOUNDED PROPERTY	73	3.94
PERFORM ON-BASE LAW ENFORCEMENT MOBILE OR FOOT PATROLS OTHER THAN IN MISSILE SECURITY AREAS	71	4.55
CONDUCT SEARCHES OF PERSONNEL OTHER THAN WITH DETECTION DOGS	71	4.46
ESCORT PERSONNEL TRANSFERRING FUNDS OR FIREARMS	71	4.10
MAKE ENTRIES ON EVIDENTIAL OR ACQUIRED PROPERTY RECORDS (AF FORM 52)	70	4.27
CONDUCT SEARCHES OF VEHICLES OTHER THAN WITH DETECTOR DOGS	69	4.44

DISCUSSION OF TRAINING EMPHASIS

In a further effort to provide information of particular interest to training personnel (all trainers, not just those in basic resident courses), research has been accomplished in the area of training emphasis. Training emphasis ratings are a recent innovation developed by the Air Force Human Resources Laboratory (AFHRL). The objective of this research was to obtain a rank ordering of tasks in terms of what should be given emphasis in training. This information gives a single value for each task which replaces the multiple ratings ("criticality", task delay tolerance, etc.) previously used in the ISD model. The Training emphasis procedure was released by AFHRL for operational use in February 1979.

Data was gathered from senior Security Police personnel as to the tasks that entry level personnel should be trained to perform and what emphasis (on a scale from extremely little to extremely heavy) that training should receive. One point of note is that training is defined to be that training provided by resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), or through formal on-the-job training (OJT). The objective for obtaining the training emphasis ratings is to obtain a value for each task from zero (indicating no training should be given) to nine (indicating extremely high emphasis in training). The average rating, which was not standardized (as is the task difficulty information), was 2.28 for security raters and 2.12 for law enforcement raters. Interrater agreement (as assessed through components of variance of group means) was .92 for the 43 raters from the Security ladder and .93 for the 40 raters from the Law Enforcement ladder.

The tables which follow list the tasks for each ladder rated high on the training emphasis scale and those tasks with a high probability of performance for first enlistment personnel in each ladder with the associated training emphasis ratings.

TABLE 9

TASKS WITH HIGH TRAINING EMPHASIS RATING

TASK	TRAINING EMPHASIS RATING
SECURITY:	
RESPOND TO DURESS OR ALARM ACTIVATIONS	7.39
CONTROL ENTRY TO PRIORITY RESOURCES	7.28
PERFORM ALARM RESPONSE TEAM DUTIES	6.84
PERFORM SECURITY RESPONSE TEAM DUTIES	6.67
RESPOND TO ALERTING ORDERS	6.58
PERFORM CLOSE-IN GUARD DUTIES	6.56
CONTROL ENTRY INTO STORAGE STRUCTURES	6.54
EVALUATE SITUATION AT INCIDENT SCENES	6.39
APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	6.39
CONTROL ENTRY INTO OR WITHIN RESTRICTED AREAS OTHER THAN MISSILE SECURITY AREAS	6.37
LAW ENFORCEMENT:	
CONDUCT SEARCHES OF PERSONS OTHER THAN WITH DETECTOR DOGS	7.40
MAKE ENTRIES ON INCIDENT, COMPLAINT RECORDS (DD FORM 1569)	7.27
CONDUCT SEARCHES OF VEHICLES OTHER THAN WITH DETECTOR DOGS	7.25
MAKE ENTRIES ON STATEMENTS OF CIVILIAN/MILITARY SUSPECT (AF FORMS 1168, 70)	7.25
CONDUCT PRELIMINARY INVESTIGATIONS OF MINOR OFFENSES, INCIDENTS, OR DISTURBANCES	7.02
APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	7.02
ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER THE FIFTH AMENDMENT OR UNDER ARTICLE 31 UCMJ	7.00
PREPARE TRAFFIC ACCIDENT REPORTS	6.98
MAKE ENTRIES ON EVIDENTIAL OR ACQUIRED PROPERTY RECORDS (AF FORM 52)	6.95
MAKE ENTRIES ON UNIFORM POLICE TRAFFIC COLLISION REPORTS (AF FORM 1315)	6.88

TABLE 10

TASKS WITH HIGH PROBABILITY OF PERFORMANCE FOR FIRST ENLISTMENT PERSONNEL

TASK	PERCENT PERFORMING	TRAINING EMPHASIS
SECURITY:		
RESPOND TO DURESS OR ALARM ACTIVATIONS	69	7.39
CONTROL ENTRY TO PRIORITY RESOURCES	64	7.28
FIRE WEAPONS TO MAINTAIN PROFICIENCY	59	5.35
PERFORM SECURITY RESPONSE TEAM DUTIES	57	6.67
CLEAN WEAPONS MECHANISMS OR PARTS	57	5.33
CLOSE OR SECURE ENTRY POINTS	56	5.93
PERFORM SENTRY DUTY IN RESTRICTED OR CONTROLLED AREAS	56	5,86
OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	54	5.46
PERFORM ALARM RESPONSE TEAM DUTIES	54	6.84
CONDUCT SEARCHES OF PERSONS OTHER THAN WITH DETECTOR DOGS	53	6.00
LAW ENFORCEMENT:		
RESPOND TO DURESS OR ALARM ACTIVATIONS	80	6.52
CONDUCT BUILDING SECURITY CHECKS	78	6.32
OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	75	5.82
CONTROL OR DIRECT TRAFFIC IN OTHER THAN DISASTER AREAS	74	5.50
COLLECT ACQUIRED, FOUND, OR IMPOUNDED PROPERTY	73	6.05
PERFORM ON-BASE LAW ENFORCEMENT MOBILE OR FOOT PATROLS OTHER THAN MISSILE SECURITY AREAS	71	6.15
CONDUCT SEARCHES OF PERSONNEL OTHER THAN WITH DETECTOR DOGS	71	7.40
ESCORT PERSONNEL TRANSFERRING FUNDS OR FIREARMS	71	5.73
MAKE ENTRIES ON EVIDENTIAL OR ACQUIRED PROPERTY RECORDS (AF FORM 52)	70	6.95
CONDUCT SEARCHES OF VEHICLES OTHER THAN WITH DETECTOR DOGS	69	7.25

DISCUSSION OF JOB SATISFACTION INDICATORS

In every job inventory, there are four questions asked which relate to the degree to which job incumbents are satisfied with their jobs. Prior to detailing the responses to the broad categories of job satisfaction indicators, a caution must be offered. The data presented are only indicators and do not fall into the classical category of attitudinal information related to the traditional job satisfaction studies (which typically use a very large number of questions to assess underlying job satisfaction dimensions).

The four indicators of job satisfaction are job interest; utilization of talents; utilization of training; and reenlistment intentions. The data which follow reflect the percentage of respondents for each skill level within each ladder for each of the indicators.

An additional method for assessing the indicators of job satisfaction is to compare respondents in the Security Police ladders to a large group of personnel across a wide variety of specialties, all personnel in their first enlistment. These data reflect some findings of interest. None of the levels of response for the Security Policemen reach those for the Air Force-wide aggregate. Security personnel (DAFSC 811X0) in their first enlistment generally do not find their jobs interesting nor do they perceive their talents as being utilized particularly well. However, the Security respondents feel that their training is utilized fairly well. The Law Enforcement specialists show indications of job satisfaction close to those of the Air Force-wide population.

TABLE 11

JOB SATISFACTION INDICATORS AND REENLISTMENT INTENTIONS OF MEMBERS WITHIN DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)

	DAFSC 811X0	DAFSC 81130	DAFSC 81150	DAFSC 81170	DAFSC 811X2	DAFSC 81132	DAFSC 81152	DAFSC 81172	ALL A-SHRED	3-LEVEL A-SHRED	5-LEVEL A-SHRED	7-LEVEL A-SHRED
I FIND MY JOB:												
DULL	41	44	45	21	17	28	18	11	21	11	27	7
SO-SO	21	23	22	15	16	18	18	12	11	11	13	7
INTERESTING	34	29	30	58	63	51	60	72	66	68	59	85
MY JOB UTILIZES MY TALENTS:												
NOT AT ALL OR VERY LITTLE	53	59	58	29	31	37	36	17	38	68	42	12
FAIRLY WELL OR BETTER	45	40	41	68	68	61	63	82	62	32	58	88
MY JOB UTILIZES MY TRAINING:												
NOT AT ALL OR VERY LITTLE	30	26	32	25	29	33	31	22	33	53	37	12
FAIRLY WELL OR BETTER	69	73	67	73	69	65	67	76	66	42	62	88
I PLAN TO REENLIST:												
NO OR PROBABLY NO	74	66	60	29	47	74	51	31	48	42	51	39
YES OR PROBABLY YES	41	31	37	66	49	24	45	65	48	58	43	56

TABLE 12

FIRST ENLISTMENT JOB SATISFACTION INDICATORS
A COMPARISON

	DAFSC 811X0	DAFSC 811X2	AF WIDE*
I FIND MY JOB:			
INTERESTING	30%	57%	63%
MY JOB UTILIZES MY TALENTS:			
FAIRLY WELL OR BETTER	36%	60%	69%
MY JOB UTILIZES MY TRAINING:			
FAIRLY WELL OR BETTER	68%	67%	74%
I PLAN TO REENLIST:			
YES OR PROBABLY YES	30%	34%	38%

* BASED ON ALL SPECIALTIES SURVEYED IN 1978

COMPARISON OF PRESENT SURVEY RESULTS TO PREVIOUS SURVEYS OF SECURITY POLICE

The Security Police career field is unique in that occupational surveys have been conducted three times in the past eleven years. Comparison of the results from all of these surveys revealed a very high level of stability. The same basic jobs have appeared in each survey.

The first survey was accomplished in 1968 when the Security Police career field was only one ladder. The structure analysis revealed separate jobs existed for law enforcement, security, and a number of ancillary functions, such as armorer, administration, dog handler, and corrections. The results of the 1968 survey were a contributing factor to the division of the career field into two ladders.

The survey conducted in 1974 confirmed the job structure identified in the 1968 survey. In addition, the second survey identified some segmentation among security personnel with the identification of separate security functions for missile systems as opposed to weapons and aircraft security. The same ancillary functions were also identified as in the 1968 survey.

The 1979 survey identified the same jobs as did the previous two surveys. However, the present survey indicated some shift in basic security approach with personnel functioning in more of a response role than the detection role exercised in the past. The law enforcement jobs have shown little change over time while the ancilliary functions also continue with little change.

FINDINGS AND CONCLUSIONS

The 1979 occupational survey of the Security Police career field yielded a large number of job groups which described all aspects of security and law enforcement functions.

The analysis of tasks performed by job incumbents at each skill level in each ladder revealed a relatively logical and orderly pattern of job and career progression. Comparison of the AFM 39-1 classification descriptions for each ladder were found to be an accurate description of the functions performed.

Analysis of task factor information (task difficulty and training emphasis) revealed a different aspect of the occupational survey data. Tasks generally rated as difficult to learn to perform were not performed by the more junior personnel while those tasks with high training emphasis values were performed by relatively large percentages of first term personnel.

Review of the job satisfaction indicators suggested that personnel in the Security ladder do not find their jobs as interesting or that their jobs utilize their talents as well as do the law enforcement personnel. Security respondents do perceive that their training is well utilized.

The results of this occupational survey have been briefed to and utilized in decision making by the Security Police Academy staff. The task difficulty and training emphasis data have been organized into data prints which correspond to the specialty training standard and plan of instruction and delivered to the Security Police Academy staff for their use in course review. The data have also been briefed to the ATC Deputy Chief of Staff for Technical Training and his staff.

Finally, the occupational survey information was presented to the Chief, Air Force Office of Security Police and the Board of Regents of the Security Police Academy. The data were used to aid in the decision making process regarding items for inclusion and the appropriate levels of proficiency in the Specialty Training Standard. One example of how data were used was in the decision to lower the proficiency levels for detention tasks for specialist level Law Enforcement Specialists. As a result of the Board of Regents meeting and the input from the occupational survey report, a new Specialty Training Standard for each ladder was agreed to by all major commands and the decision finalized by the Chief of the Air Force Office of Security Police.

APPENDIX A

WEAPONS SYSTEM SECURITY

The Weapons System Security cluster includes the following jobs:

Secure Area Sentries and Patrolmen

15-Man Response Force Team (RFT) Supervisors

Response Force Team Members

Weapons and Equipment Monitors

Alarm Monitors

Small Response Force Team Members

Response Force Team Members and Alarm Monitors

Classified Material and Equipment Security Personnel

The information in Table A1 presents a series of background factors for survey respondents in each of the job groups identified above. In addition, below are listed the ten tasks involving the most work time for respondents in the Weapons System Security job cluster:

Perform sentry duty in restricted or controlled areas

Control entry to priority resources

Control entry into or within restricted areas other than missile security areas

Perform security response team duties

Respond to duress or alarms activations

Perform alarm response team duties

Perform close-in guard duties

Perform boundary guard duties

Operate vehicle radio or public address systems

Close or secure entry points

TABLE A1

WEAPONS SYSTEM SECURITY BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
SECURE AREA SENTRIES/PATROLMEN	18%	90%	99%	1%	34	3.2	2.3	4
15-MAN RFT SUPERVISORS	2%	20%	100%	*	80	4.7	7.1	5
RFT MEMBERS	3%	63%	98%	2%	65	3.9	4.0	5
WEAPONS/EQUIPMENT MONITORS	1%	50%	86%	14%	126	4.1	4.7	6
ALARM MONITORS	1%	74%	77%	23%	64	3.8	3.8	2
SMALL RFT MEMBERS	*	27%	100%	*	46	4.5	6.0	5
RFT MEMBERS AND ALARM MONITORS	1%	73%	96%	4%	34	3.7	3.5	7
CLASSIFIED MATERIAL/EQUIPMENT SECURITY	1%	72%	98%	2%	24	3.6	3.6	5

* INDICATES LESS THAN 1 PERCENT

LAW ENFORCEMENT

Law Enforcement cluster included the following groups of jobs:

Gateguards

Desk Clerks

Patrolmen

Flight Chiefs

Desk Sergeants

Missile Site Squad Leaders

Armory Supervisors

Shift Supervisors

Law Enforcement Desk Clerks

Armory Attendents

Entry Controllers

Investigators

Investigations Supervisors

The information in Table A2 presents background data for the survey respondents in each of the job groups identified above. In addition, below are listed the ten most time consuming tasks performed by Law Enforcement job incumbents:

Provide directions or information to visitors

Conduct building security checks

Operate vehicle radio or public address systems

Respond to duress or alarm activations

Issue visitor passes

Control or direct traffic other than in disaster areas

LAW ENFORCEMENT (CONTINUED)

Make entries on statements of witnesses (AF Forms 69, 70)

Perform on-base law enforcement mobile or foot patrols other than missile security areas

Make entries on evidential or acquired property records (AF Form 52)

Conduct preliminary investigations of minor offenses, incidents, or disturbances

TABLE A2

LAW ENFORCEMENT JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
GATEGUARDS	3%	86%	12%	88%	70	3.4	2.9	3.3
DESK CLERKS	4%	73%	9%	91%	76	3.8	3.9	3.5
PATROLMEN	1%	73%	7%	93%	50	3.6	3.6	3.4
FLIGHT CHIEFS	2%	4%	8%	92%	112	5.4	11.5	7.1
DESK SERGEANTS	1%	54%	6%	94%	120	3.9	4.1	3.3
MISSILE SITE SQUAD LEADERS	*	70%	0%	100%	228	3.8	4.4	5.0
ARMORY SUPERVISORS	*	15%	0%	100%	83	4.5	7.8	3.5
SHIFT SUPERVISORS	1%	0%	3%	97%	69	5.9	15.0	7.0
LAW ENFORCEMENT DESK CLERKS	*	89%	10%	90%	50	3.7	3.2	3.5
ARMORY ATTENDENTS	1%	93%	30%	70%	50	3.2	2.5	2.0
ENTRY CONTROLLERS	2%	86%	13%	87%	29	3.3	2.8	1.0
INVESTIGATORS	1%	31%	2%	98%	41	4.7	7.8	2.2
INVESTIGATIONS SUPERVISORS	*	0%	0%	100%	90	5.3	11.9	4.4

* INDICATES LESS THAN ONE PERCENT

ARMORY

The Armory cluster of jobs is composed of the three groups of jobs listed below:

Armory Specialist

Armory Supervisors

Small Arms Instructors

Table A3 presents the background information for each of the three jobs which were identified in the Armory cluster. Listed below are the most time consuming tasks performed by Armory personnel:

Issue or receive weapons or equipment

Clean weapon mechanisms or parts

Inspect operational condition of weapons

Store or turn in weapons

Receive, store, or return government owned weapons

Lubricate weapon mechanisms or parts

Fire weapons to maintain proficiency

Issue ammunition

TABLE A3

ARMORY JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
ARMORY SPECIALISTS	2%	74%	87%	13%	26	3.7	3.4	2.2
ARMORY SUPERVISORS	1%	14%	80%	20%	65	5.0	10.5	5.7
SMALL ARMS INSTRUCTORS	*	20%	93%	7%	32	5.0	8.9	6.8

* INDICATES LESS THAN ONE PERCENT

MISSILE SECURITY

The Missile Security cluster of jobs encompassed the job groups listed below:

Security Alert Team Members

Missile Systems Security Personnel

Camper Alert Team Personnel

Flight Security Controller

SAT and Physical Security Specialists

Topside Security and Convoy Escort Personnel

Table A4 presents information on a series of background factors for the members of each of the job groups listed above. In addition, below are listed the ten most time consuming tasks performed by Missile Security personnel.

Conduct physical security checks on missile security areas

Authenticate identity with flight security control (FSC) when entering launch facility (LF)

Clean living and working areas at LF

Respond to security alert messages

Authenticate or receive circuit combinations

Respond to duress or alarm activations

Store or turn in weapons

Maintain communications contact with LF

Control entry into missile security areas

Clean weapon mechanisms or parts

TABLE A4

MISSILE SECURITY JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
SECURITY ALERT TEAM MEMBERS	*	70%	100%	-	114	3.6	3.3	4.0
MISSILE SYSTEMS SECURITY PERSONNEL	4%	95%	100%	-	44	3.2	2.2	2.8
CAMPER ALERT TEAM PERSONNEL	*	80%	100%	-	63	3.4	3.2	1.0
FLIGHT SECURITY CONTROLLER	2%	17%	98%	2%	68	4.6	7.0	4.1
SAT AND PHYSICAL SECURITY SPECIALIST	1%	93%	100%	-	16	3.2	2.1	1.0
TOPSIDE SECURITY AND CONVOY ESCORT SPECIALIST	1%	96%	100%	-	19	3.0	2.1	1.0

* INDICATES LESS THAN ONE PERCENT

COMMUNICATION PLOTTERS

The Communication Plotter group represents a relatively small (84 personnel, approximately two percent of the sample) segment of the overall population. There were not any other jobs grouped together to form this job group. The ten most time consuming tasks accomplished by Communication Plotters are listed below.

Operate central security control or wing security control communications equipment

Make entries on security police desk blotter (AF Form 53)

Operate telephone communications equipment

Dispatch security alert teams or other security elements

Maintain communicator-plotter or desk sergeant boards, charts, checklists, or maps

Dispatch security police patrols

Initiate or receive up-channel reports

Brief relif security police on special activities scheduled to occur within assigned areas

Brief alternate central security control on status of security

Test alarm systems

RESTRICTED AREA ENTRY CONTROLLER

The Restricted Area Entry Controller job group included three percent of the survey respondents. Incumbents performed a relatively restricted number of tasks (an average of 13 tasks per person) and the majority were first term airmen (86 percent). The tasks listed below illustrate the job performed by Restricted Area Entry Controllers:

Control entry to priority resources

Perform security response team duties

Control entry into or within restricted areas other than missile security areas

Perform boundary guard duties

Perform alarm response team duties

Perform sentry duty in restricted or controlled areas

Perform close-in guard duties

Close or secure entry points

Perform mobile reserve fire team duties

Respond to duress or alarm activations

DETENTION AND CORRECTIONS SPECIALIST

The Detention and Corrections Specialist job cluster encompasses two job groups. The first includes personnel who function exclusively as custodial personnel while the second is a somewhat broader job and encompasses not only the custodial aspect of the job but also includes a number of law enforcement tasks. The tasks listed below outline the job performed by Detention and Corrections Specialists:

Oversee prisoners, detainees, patients, or visitors

Operate correction facility locks or doors

Inspect personal belongings of personnel in custody

Search facilities for unauthorized articles

Brief relieving shift on status of personnel in custody

Conduct roll call or head count of personnel in custody

Make entries on security police desk blotters (AF Form 53)

Brief personnel in custody on facility rules and regulations

Admit personnel being placed in custody

Brief corrections facility visitors

TABLE A5

DETENTION AND CORRECTIONS JOB GROUPS

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
CORRECTION SPECIALIST	*	19%	5%	95%	108	5.1	11.7	4.3
DETENTION AND LAW ENFORCEMENT SPECIALIST	*	57%	14%	86%	107	3.9	4.4	5.3

* INDICATES LESS THAN 1 PERCENT

MILITARY WORKING DOG HANDLER

The Military Working Dog Handler job cluster included four job groups;

Law Enforcement Dog Handlers

Dog Patrol Specialists

Trainers and Supervisors

Physical Care Specialists

The information in Table A6 provides background data on the personnel in the various job groups within the Military Working Dog Handler cluster of jobs. The tasks listed below illustrate the functions performed by the personnel:

Maintain dog kennels or kennel areas

Inspect dogs health points or report abnormalities

Exercise or groom dogs

Feed or water dogs

Maintain dog handling equipment

Act as an intruder, agitator, or decoy in aggression or attack training of dogs

Maintain dog training and utilization records or charts

Patrol posts with dogs

Participate in dog demonstration events

Train dogs to obey verbal commands or hand gestures

TABLE A6

DOG HANDLER JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
LAW ENFORCEMENT DOG HANDLER	1%	90%	17%	83%	84	3.6	3.0	4.1
DOG PATROL SPECIALISTS	1%	84%	33%	67%	41	3.5	2.8	6.0
TRAINER AND SUPERVISORS	1%	2%	66%	34%	90	5.3	10.9	7.2
PHYSICAL CARE SPECIALISTS	*	54%	84%	16%	13	3.8	4.2	2.5

* INDICATES LESS THAN ONE PERCENT

CUSTOMS AGENT

The Customs Agent job group represents less than one percent of the total sample. Approximately half of the incumbents are first term airmen, the majority (80 percent) hold the law enforcement AFSC. The tasks listed below illustrate the job performed by Custom Agents:

Clear personnel through customs

Review customs declarations

Inspect military aircraft for contraband

Search baggage for contraband

Confiscate or dispose of agricultural or edible materials

Report seizure of contraband articles

Conduct searches of aircraft, vehicles, personnel, or luggage with certified detector dogs

Review military aircraft passenger manifests

Confiscate contraband

Inspect cargo for adherence to customs requirements

MANAGEMENT

The cluster of jobs which represent the Management personnel of the survey sample encompassed seven percent of the population. The cluster includes eight different jobs which are enumerated below:

Law Enforcement Superintendents

NCOIC Administration and Reports

Unit Schedulers

Unit Supply and Budget Specialists

Unit Plans and Programs Specialists

Weapons System Security Supervisors

Law Enforcement Operations NCOICs

Security Shift Supervisors

Table A7 provides a variety of background data about the personnel who perform tasks which caused them to be included in the Management job cluster. The most time consuming of those tasks are listed below:

Conduct guard post inspections

Counsel personnel on personal or military related problems

Plan or schedule work assignments

Draft correspondence

Prepare Airman Performance Report forms (AF Forms 909, 910, 911)

Develop or improve work methods or procedures

Interpret policies, directives, or procedures for subordinates

Inspect guard posts and report discrepancies

Inspect or brief personnel during guard mount

Determine work priorities

TABLE A7

MANAGEMENT JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
LAW ENFORCEMENT SUPERINTENDENTS	2%	1%	8%	92%	73	7.4	19.8	6.1
NCOIC ADMIN AND REPORTS	1%	9%	44%	56%	108	5.6	12.7	2.7
UNIT SCHEDULERS	*	8%	61%	39%	36	5.3	10.7	3.9
UNIT SUPPLY AND BUDGET SPECIALISTS	*	-	91%	9%	42	5.7	14.4	3.2
UNIT PLANS AND PROGRAMS SPECIALISTS	*	5%	43%	57%	26	6.3	15.0	3.3
WEAPONS SYSTEM SECURITY SUPERVISORS	1%	2%	93%	7%	58	5.9	14.8	7.3
LAW ENFORCEMENT OPERATIONS NCOICs	*	-	8%	92%	52	5.6	13.4	6.8
SECURITY SHIFT SUPERVISORS	*	-	99%	1%	22	5.3	11.2	7.0

* INDICATES LESS THAN ONE PERCENT

UNIT TRAINER

The Unit Trainer job cluster encompassed three percent of the survey sample. The cluster included three separate jobs:

Instructors

OJT Monitors

Field Training Directors

The data in Table A8 presents a variety of background information on the job incumbents in the Unit Trainer job cluster. Tasks which illustrate the job performed by these personnel are listed below:

Administer or score tests

Conduct orientation training of newly assigned personnel

Conduct proficiency training of personnel

Write test questions

Maintain training records, charts, or graphs

Direct security police training activities

Conduct augmentee training

Analyze training records, reports, charts, or graphs

Implement or direct training programs

Procure training aids, space, or equipment

TABLE A8

UNIT TRAINER JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
INSTRUCTORS	1%	17%	62%	38%	32	5.0	8.8	2.8
OJT MONITORS	1%	*	100%	-	25	5.1	9.3	1.5
FIELD TRAINING DIRECTORS	1%	8%	50%	50	83	5.8	14.0	3.1

* INDICATES LESS THAN ONE PERCENT

SECURITY POLICE ADMINISTRATIVE SPECIALIST

The Security Police Administrative Specialist cluster represented two percent of the survey sample and was composed of four small job groups:

Pass and Registration Clerks

Pass and Registration Supervisors

Record and Reports Specialists

General Administration Clerk

The data in Table A9 presents a variety of background information of each of the job groups and listed below are the ten most time consuming tasks performed by members of the Administrative Specialist cluster:

Type on forms

Type correspondence in draft form

Type correspondence in final format

Issue restricted or controlled area badges for assigned personnel

Maintain accountability records on restricted or controlled area badges

Maintain accountability records of ID cards

Make entries on USAF restricted area badges (AF Form 1199A, B, or C)

Verify vehicle registrations

Issue vehicle permits or decals

Draft correspondence

TABLE A9

ADMINISTRATIVE JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
PASS AND REGISTRATION CLERKS	*	57%	66%	34%	23	4.0	5.3	2.6
PASS AND REGISTRATION SUPERVISORS	*	8%	58%	42%	49	5.3	12.6	4.0
RECORDS AND REPORTS SPECIALISTS	*	50%	27%	73%	25	4.2	5.5	1.7
GENERAL ADMINISTRATION CLERK	1%	43%	69%	31%	21	4.5	6.4	2.0

* INDICATES LESS THAN ONE PERCENT

INDEPENDENT JOB GROUPS

The final five job groups, which together account for approximately three percent of the survey sample, are widely divergent but are presented together for convenience:

Standardization and Evaluation Personnel

Information Security Supervisors

Resource Protection Monitors

Keys and Codes Monitors

Security Police Academy Instructors

The data in Table A10 provides a variety of information concerning the incumbents in each job group. Listed below are the ten most time consuming tasks for each job group.

Standardization and Evaluation:

Evaluate alert or emergency procedures

Administer or score tests

Conduct tests of security alert procedures

Evaluate compliance with work standards

Write test questions

Conduct guard post inspections

Inspect guard posts and report discrepancies

Evaluate safety or security programs

Inspect security force equipment

Evaluate situation at alarm activations

INDEPENDENT JOB GROUPS (CONTINUED)

Information Security Supervisors:

- Direct information security activities
- Review personal history forms (DD Form 398) for completeness
- Conduct administrative security education program exercises, briefings, or meetings
- Evaluate administrative control of classified materials
- Initiate security investigations
- Prepare information or assistance on security programs
- Forward security clearances to offices of record
- Draft correspondence
- Maintain security document folders on personnel
- Prepare security education training materials or supplements

Resource Protection Monitors:

- Inspect measures for protecting funds
- Conduct physical security inspections
- Conduct weapons or ammunition storage inspections
- Prepare nonappropriated fund inspection reports
- Prepare nonappropriated fund inspection checklists
- Develop resource protection plans
- Instruct safe custodians on changing security lock combinations
- Make staff studies, surveys, or special reports
- Analyze inspection reports
- Perform functional check on anti-intrusion alarm systems

INDEPENDENT JOB GROUPS (CONTINUED)

Security Police Academy Instructors:

- Administer or score tests
- Write test questions
- Instruct resident course trainees
- Conduct supervised or remedial study classes
- Attend in-service training courses
- Counsel trainees on training progress
- Maintain training records, charts, or graphs
- Conduct orientation of newly assigned personnel
- Evaluate progress of resident course students
- Conduct proficiency training of personnel

Keys and Codes Monitors

- Issue codes necessary for entry to launch facilities
- Maintain classified material used for missile entry control
- Issue keys necessary for entry to launch facilities
- Maintain unclassified access lists for launch control facilities
- Inform security personnel of predispatch security notifications
- Maintain classified document accountability systems
- Test alarm systems
- Make entries on safe check records (DD Form 301)
- Maintain telephone or radio communication with central or wing security control
- Maintain classified information files other than missile entry control

TABLE A10

INDEPENDENT JOB GROUPS BACKGROUND DATA

TITLE	PERCENT OF SAMPLE	PERCENT IN FIRST ENLISTMENT	PERCENT IN DAFSC 811X0	PERCENT IN DAFSC 811X2	AVERAGE NUMBER TASKS PERFORMED	AVERAGE GRADE	AVERAGE YEARS IN SERVICE	AVERAGE NUMBER SUPERVISED
STAN EVAL PERSONNEL	1%	15%	80%	20%	31	5.2	8.8	1.7
INFORMATION SECURITY SUPERVISORS	*	*	58%	42%	22	4.8	7.4	1.0
RESOURCE PROTECTION MONITORS	*	42%	95%	5%	12	4.1	5.2	5.0
KEYS AND CODES MONITORS	1%	46%	100%	-	15	4.2	4.9	4.0
SPA INSTRUCTORS	*	10%	74%	26%	9	4.9	8.9	-

* INDICATES LESS THAN ONE PERCENT